

EQUAL POLICY STATEMENT

2015 - 2016

1. Principles

- 3.1 This statement of policy applies to all workers regardless of full or part-time status, casual or temporary contract or length of service.
- 3.2 Pay in this context includes, in addition to base pay, acting-up payments, allowances, pensions, market supplements, recognition awards and sick pay as well as voluntary benefits and other non-financial benefits such as vocational training.

4. Complaints

- 4.1 Any complaint about a breach of equal pay policy should, in the first instance, be made to the relevant line manager. If these informal approaches do not satisfy the employee Procedure.
- 4.2 The council will work in partnership with the recognised Trade Unions to find resolutions to any legitimate concerns regarding equal pay.

5. Monitoring

- 5.1 The Human Resources Leadership Team will review equal pay audit findings. Statistical information and trends (including the incidence and type of complaints) will be reviewed annually.

6. Responsibilities

- 6.1 All decisions on pay and terms and conditions are made by the People, Performance Committee under delegated powers, in accordance with the constitution of the County Council.
- 6.1 The Chief Executive has ultimate responsibility for ensuring that employees are treated fairly and equally under the responsibility will be discharged through the Human Resources Leadership Team.
- 6.2 Line Managers and the Chairs of selection panels have specific responsibilities for ensuring fair application of all pay related policies.